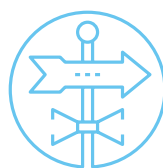


ENVIRONMENTAL RESPONSIBILITY POLICY

Together, we are committed to fostering stronger communities, supporting a more sustainable future and improving people's lives. We work side by side to take purposeful, measurable actions in all that we do to make a lasting impact on our clients, our people, the environment and the communities we serve.

We develop and monitor our business practices to ensure that the company and our employees comply with applicable laws and regulations, internal policies, and our ethical standards. We seek opportunities to improve the company's environmental performance and recognize the importance of meeting the needs of our stakeholders in an environmentally responsible manner.

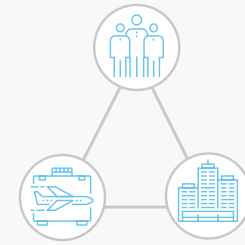


OVERSIGHT

The Huron board of directors' Corporate Governance and Nominating (CG&N) Committee provides oversight of our companywide corporate responsibility strategy, including environmental sustainability. As part of its oversight, the CG&N Committee receives updates on the company's strategy and progress on corporate social responsibility (CSR) initiatives and commitments, including how we activate our people, operations and communities to promote sustainable economic growth.

In addition to board-level oversight, our Enterprise Risk Management (ERM) Committee has oversight of Huron's risk management activities. As part of that scope, the ERM Committee monitors environmental and sustainability-related risks associated with our business.

We have established a cross-functional team to effectively bring together the firm's capabilities and activities and to facilitate an integrated, holistic and companywide approach to managing environmental risks and opportunities. As we focus on operating our business in a manner that reduces our impacts on the environment, our priorities are focused on local operations, travel and employee engagement.



As a professional services firm, we do not manufacture or distribute products or generate hazardous wastes. Yet, carbon emissions related to travel, which is a necessary part of our business, is an area that provides an opportunity for us to reduce our environmental impact. We aim to have our local office operations align with sustainability standards and leverage energy efficiency measures within our space. In addition, harnessing our people's passion and creativity toward environmental sustainability enables Huron to make an impact on our own organization as well as on the greater communities in which we live and work. Therefore, engaging our people and focusing on where they work, and how they get there, are the pillars of our strategic framework to address climate change and create a more sustainable environment for future generations.

LOCAL OPERATIONS

We are committed to reducing energy consumption and waste generation resulting from our business operations. Below are some of the ways in which we exhibit this commitment:

- Consider conservation criteria (ENERGY STAR® and/or LEED® green building program certification) in selecting buildings to lease for offices globally.
- All office space remodeling is to be done consistent with environmental codes, and installed lighting should use low-energy devices.
- Continuously optimize our office designs to reduce the company's physical office footprint.
- Encourage recycling in our workplaces across the globe, including providing clearly marked containers in cafeterias to recycle aluminum cans and in workstations to recycle paper.
- Phasing out single-use plastic items (e.g., utensils, straws, coffee stirrers, plastic-coated disposable cups, etc.) in Huron cafeterias, and encouraging employees to bring their own reusable cutlery, bottles and mugs.
- Office copiers default to two-sided printing to reduce paper usage and waste. We also utilize electronic and print-on-demand options in order to minimize printed marketing materials, inclusive of utilizing a Notice and Access delivery method for distributing our proxy materials to shareholders to reduce our paper usage.
- Use a certified third-party company to manage our electronic waste program, ensuring computers and other information technology (IT) hardware that are no longer useful are repurposed or disposed of in an ethically and environmentally responsible manner.

TRAVEL

We recognize travel is a requirement for our business and it makes up a significant part of our carbon emissions. We have committed to monitoring and improving our operations to reduce our travel-related environmental impact and develop strategies to reduce emissions where possible.

- We have begun to roll out programs that facilitate client work through remote technology, which decreases carbon emissions from air, rail, car and hotel and saves costs for our clients.
- Huron has invested in global video conferencing technologies, including Zoom and Microsoft Teams, to allow employees and clients to meet on demand, reducing the need for in-person internal meetings and minimizing unnecessary travel.
- Huron deploys flexible work arrangements across the enterprise, allowing for remote work or work-from-home arrangements when feasible, which reduces our employees' need to travel by air, rail or car.
- For day-to-day commuting, the company provides opportunities for employees to obtain tax savings for utilizing public transportation or ride-sharing services.

EMPLOYEE ENGAGEMENT

We engage employees across the company to help drive sustainability efforts, raise awareness of environmental issues and promote environmental responsibility.

- Huron established a Sustainability Council and leverages Green Teams established by geography, as well as by staffing locations, to implement individual and collective changes that reduce our environmental footprint.
- We provide financial donations to nonprofit organizations that promote sustainability and eco-friendly practices.
- Huron develops programming for our employees to participate in community service activities that further our environmental stewardship, including cleanup of local parks, planting community gardens and sharing our best “green” practices with youth.



In delivering on this policy, Huron is committed to a program of continual improvement and working with our various stakeholders to further environmental-related opportunities. On an annual basis, we will report on our environmental sustainability-related priorities in our Corporate Social Responsibility Report, including related addendums.

In 2021, we aim to gather baseline data to set objectives and establish goals and targets, against which we can measure and communicate our progress.



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